UCSF
Newsbreak

Medical Center News for the UCSF Campus Community VOL. 12, NO. 2 JANUARY 31, 1997

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Chancellor supports plan to promote diversity

By LISA CISNEROS

While the Affirmative Action/Equal Opportunity Department currently maintains and monitors workforce demographic data at UCSF, Chancellor Martin asked that office to further assist departments by providing them with a "simple report card" to record their progress at hiring and retaining faculty and staff from the pool of qualified applicants at large.

For students, Martin said that it is more important than ever for UCSF's Policy Board on Outreach and Recruitment to reach out to underrepresented students as well as to ensure that there is sufficient funding needed for retention and for support services.

Speaking Tuesday at Cole Hall, Martin also reiterated his support of the role of various outreach programs "to maintain and extend bridges between UCSF and the community" — particularly in light of the Regents' action and Prop 209. He pledged $20,000 to match funds provided by the Hewlett Foundation to create a video documentary to be used for outreach and orientation. "It is especially crucial that we not let our reputation tarnish as an institution that values and embraces diversity," Martin said.

Michael Drake, UC associate dean of the school of medicine admissions and student programs, says the University's image has already been tainted by attacks on affirmative action in California, which began with the UC Regents' decision in 1995 to ban such programs for admissions, hiring and contracting. "The perception of attitudes has changed dramatically," he said, adding that there was a 12 percent drop in minority students applying for admission to UC last year. This year, the nine-campus system saw a 22 percent decline or 250 fewer people in the number of minority medical school applicants since 1994, he said.

"The challenge to this campus to maintain diversity is going to be very, very great in the future," Drake said before the meeting. While he thinks the University's efforts systemwide to enhance outreach programs to socioeconomically disadvantaged students will help in the long-run, he believes women and minorities will lose in the short term.

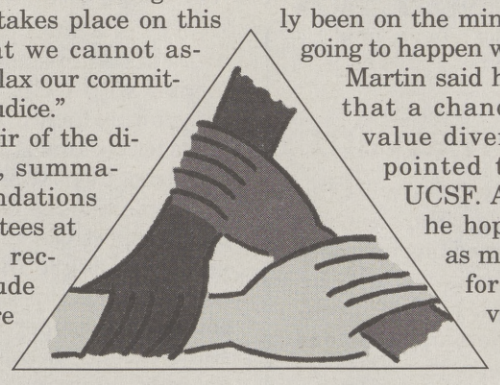
About 150 people attended the forum, which was simulcast at Mount Zion, VAMC, SFGH and Mission Center. The meeting was held to share the Chancellor's action plan, based on the first campuswide diversity survey results and recommendations of the Chancellor's Steering Committee on Diversity.

The survey, commissioned by the diversity committee and conducted by UCSF researchers last year, revealed that most respondents across all sectors value diversity and think training should be offered to all members of the campus community. The survey also found that while overall discrimination and harassment are rare, women and minorities reported a significantly higher experience of discrimination and harassment. Most respondents rated the UCSF leadership as being lukewarm in their commitment to promoting diversity.

In summing up his impressions of the survey findings, Martin said, "It is important and gratifying to know that the campus truly values diversity, which I think is a unique characteristic of this campus. I am of course, disappointed that the leadership is not perceived as adequately effective in communicating our commitment to diversity. And finally, we need to recognize and acknowledge that discrimination still takes place on this campus — and that we cannot assume, presume or relax our commitment to combat prejudice."

Stella Hsu, co-chair of the diversity committee, summarized the recommendations from five subcommittees at the meeting. These recommendations include some efforts that are already in progress. In addition to calling for departmental monitoring of affirmative action goals and supporting outreach efforts, Martin also called for taking these steps:

- Appointing a standing committee on diversity to replace the ad hoc steering committee when its term is over and to ensure ongoing advice to leadership on diversity issues;
- Expanding the mentorship program for junior faculty;
- Conducting a business affirmative action and diversity training pilot program for 20 departments with a high volume of business contracting;
- Identifying funds for the commissioning of an artist to establish a diversity monument on campus.



During the question and answer session that ended the meeting, Paula Ostrovsky, a recent winner of the Martin Luther King Jr. Award, was the first to ask the Chancellor what has undoubtedly been on the minds of many: "What's going to happen when you leave?"

Martin said he could not imagine that a chancellor who did not value diversity would be appointed to succeed him at UCSF. Acknowledging that he hopes to have in place as many of the strategies for protecting and advancing diversity as possible before he leaves UCSF at the end of June, Martin said, "Empowerment comes from the people here."

And while UC Regents will have a say in the appointment of the next chancellor, Martin says he doesn't think the board will make the affirmative action issue a litmus test for his successor. He reminded the audience that the board's decision on affirmative action was split 14 to 10 and emphasized that the board remains divided on the issue. Indeed, during that vote, some Regents expressed a willingness to reconsider their decision should Prop 209 be overturned.

Chris T. Anderson

MLK winners, from left, are Bradford, Lara, O'Shea and Ostrovsky.

Campus salutes recipients of MLK award

By BRAD FOSS

A day after the nation celebrated Martin Luther King Jr.'s birthday, UCSF paid a spirited tribute to those committed to the slain civil rights leader's quest for justice, equality and better opportunities for minorities.

About 150 people gathered at Toland Hall as the UCSF Martin Luther King Jr. Award was given to Erin O'Shea, assistant professor of biochemistry and biophysics, Paula Ostrovsky, postdoctoral fellow in the department of stomatology, Letitia Bradford, a third-year medical student, and Manuel Lara, a fourth-year dental student.

Awardees were selected for their activism in recruiting underrepresented ethnic groups to UCSF, and for fostering respect, understanding and appreciation for cultural and ethnic diversity on campus.

A special award was given to Jane Norbeck, dean of the School of Nursing, by the Council of Minority Organizations for her "unswerving, quiet persistence in promoting diversity and bringing change." Norbeck has helped bring symposiums to UCSF for minority nurses, and supported the publication of "Culture and Nursing Care: A Pocket Guide," a practical handbook

(See **MLK** on page 2)

Regents approve UCSF's long range development plan

By BILL GORDON

Marking a major triumph for UCSF, the UC Board of Regents unanimously approved on Jan. 17 the University's Long Range Development Plan (LRDP) to guide over the next 15 years renovation of existing sites and the eventual construction of a second main campus.

The Regents also approved the LRDP's accompanying environmental impact report at their meeting at Laurel Heights.

No one spoke in opposition to the 300-page document, a strong indication that UCSF has learned from its problems of the past. In the last 20 years, the topic of UCSF growth has sparked conflict between community members and the campus. But this time, UCSF invested much time and energy to work with neighbors and others in the community, some of whom became advisors in the planning process and eventually endorsed a list of goals and objectives.

Getting support from the community and the Regents represents a victory for UCSF, Chancellor Martin says. "These two documents —the LRDP and EIR— have been the subject of rigorous and often heated discussions among faculty, staff, neighbors, lawyers, consultants and others for over six years," he says. "It is very gratifying that we were able to forge a mutually agreeable plan for the future shape of this great institution, and that we were able to present this plan to the Regents without opposition from anyone."

UCSF held 45 neighborhood meetings to explain the LRDP process and to include the community as a partner in the planning effort. The campus also provided regular updates to 3,000 individuals, community groups, businesses and others concerned about the planning process. Three advisory groups met regularly to guide the effort — the Planning Committee for the 21st Century, composed of faculty leaders; the University Advisory Group, made up of staff and students; and the Community Advisory

(See **LRDP** on page 6)

Regents hike fees for professional, nonresident pupils

Despite pleas by a few students to keep tuition at current levels for nonresidents and professional schools, the UC Regents recently approved fee increases as part of a plan to bring them to levels charged at similar public institutions.

These fee hikes are part of the 1997-98 Regents' budget, which holds fees for undergraduates at the same level for the fourth year in a row.

This fall marks year four of the Regents' five-year plan to phase in student fee hikes for professional schools as a way to bring them on a par with average fees charged at public institutions, such as the University of Michigan and the State University of New York. As the chart on page 3 shows, UC professional school tuition remains half of what is charged at private institutions, such as Harvard, Yale and Stanford.

Entering medical, dental and pharmacy students will pay $1,000 more a year than existing students. New nurs-

(See **Fees** on page 3)

Private Support

UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received Jan. 1-15, 1997.

$1 million or more
Centeon, L.L.C.
John D. and Catherine T. MacArthur Foundation

$500,000 - $999,999
Estate of R. Earl Robinson

$100,000 - $499,999
The Robert Wood Johnson Foundation
Mr. and Mrs. Chien Lee
Louis R. Lurie Foundation
Peninsula Community Foundation
Symphony Pharmaceuticals Inc.

$25,000 - $99,999
Frank A. Campini Foundation
John A. and Margot P. Clements
Estate of Elaine Ward Cogswell
Anne and Jason Farber Foundation Inc.
Lee Hysan Foundation Ltd.
Insite Vision
Jewish Community Federation of SF/Peninsula
Mr. and Mrs. Michael S. Klein
Kenneth Rainin
Roche Laboratories Inc.
Mr. and Mrs. Ernest H. Ruehl
Siemens Medical Systems Inc.

Honors & Awards

Barbara Gerbert, chair of the UCSF Senior Faculty Women Leadership Subcommittee and UCSF division of social and behavioral sciences: Named a board member of the National AIDS Memorial Grove. Formerly called the San Francisco AIDS Memorial Grove, the 15-acre site in eastern Golden Gate Park is dedicated to the creation and long-term upkeep of a living memorial for those lost to AIDS and in support of those living with HIV.

Appointments

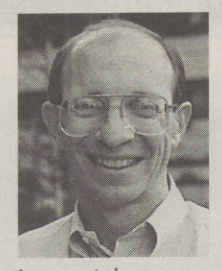
Robin Sease: Named University Web Developer, a new position created within the Department of Public Affairs. Sease will be responsible for developing, reorganizing and maintaining the main UCSF web site, overseeing its many links in collaboration with departmental webmasters, and guiding the main site's growth as a public service and information source.

Sease

Sease comes to UCSF from McGraw Hill Home Interactive, where she managed and designed all aspects of the MHHI web site and assisted in the production of the McGraw Hill web site for kids. Before joining McGraw Hill, Sease, an Indiana University graduate, worked at IU as both a speech communication instructor and a serials procurement specialist for the university libraries.

Lowenstein wins teaching award

Daniel H. Lowenstein, associate professor of neurology and anatomy and co-chair of the Chancellor's Steering Committee on Diversity, has been selected by the American Medical Student Association (AMSA) as the recipient of the Second Annual National Golden Apple for Teaching Excellence Award.


Lowenstein

This award is designed to recognize a professor who is committed to the improvement of health care and health care delivery to all people, who promotes the active improvement of medical education, assists in the improvement and understanding of world health problems, contributes to the welfare of medical students, interns, residents and postdocs, and works to ensure that medicine reflects the diversity of our society, according to the AMSA.

The award will be presented at AMSA's 47th Annual National Convention, "Exploring the New Frontier: A Compass for Medical Education" in Orlando, Florida, on Saturday, March 22.

As one student wrote, "Dr. Lowenstein puts his powerful message to us early: To remember to always maintain great concentration and great compassion throughout our medical studies and in the years to follow. Practicing what he preaches, he himself maintains great concentration in all of the many facets of his professional life: as a professor, he is dedicated, as a scientist insightful, and as a physician, caring and compassionate."

With nearly a half-century of medical student activism, AMSA is the oldest and largest, independent association of physicians-in-training in the US.

Lisa Cisneros

Dean George Kenyon, left, congratulates Goyan award winners Mahshid Kazemi, Todd Ewing and Brad Bennett.

Three top students receive Goyan award

Mahshid Kazemi, Bradley Bennett and Todd Ewing are this year's winners of the Frank M. Goyan Award, which recognizes students who exhibit superior academic performance in Physical Chemistry and Physical Pharmacy.

Dean George Kenyon presented the awards at a Jan. 9 ceremony.

Kazemi and Bennett were selected for their outstanding performances in Chemistry 115 and 116, respectively. Both students ranked at the top of their class.

Ewing, a graduate student, was selected for his work on rewriting and testing of the DOCK software packages that calculate and display in 3-D how potential drugs might attach to target molecules. Ewing is credited for developing a new testing protocol that is far more efficient and compactly coded than the original procedure.

"His testing procedure extends the view of what these algorithms can accomplish, as well as providing a variety of timing benchmarks. In all, he worked at a very high level of inventiveness and with meticulous attention to detail," Kenyon says.

The Frank M. Goyan Endowment Fund was established in 1992 by Richard Johnson and Larry Fischer, both 1965 graduates of the School of Pharmacy, in honor of their professor. The endowment fund has grown through generous contributions of the many friends of Goyan, inventor of the pH meter. During his 44 years at UCSF, "Uncle Frank" Goyan's generosity and interest in the education and welfare of his students was legendary as he often opened his Haight-Ashbury apartment and even loaned money to them.

MLK (from page 1)

written by UCSF nurses to educate health providers about various cultures with the hope of improving care to all. The guide was chosen as 1996's most valuable text for community health nursing by the American Journal of Nursing Books.

Prior to congratulating this year's MLK Award winners, Chancellor Joseph Martin hailed "the blessings that accrue from diversity," yet he spoke solemnly about the political climate surrounding race relations in California. He said UCSF is entering a "difficult" era in its commitment to plurality because of the UC Regents' decision to dismantle affirmative action programs for hiring, contracting and admissions, as well as the passage of Proposition 209, which could ban such programs statewide if upheld in the courts.

"These events, with all their insidious significance, make it more important than ever to carry on the work we're going to honor this afternoon," Martin said.

A member of the Chancellor's Advisory Committee on the Status of Women and key organizer of the recent Embracing Rainbows event that celebrated diversity and affirmative action at UCSF, Ostrovsky is an outspoken critic of the attacks on affirmative action. She was the first to call attention to and condemn the racist graffiti that she found on campus during the controversial campaign for Prop 209, and she is part of a recent effort to establish a new group on campus, called People for People, that aims to bridge the many diverse communities of UCSF.

"I've learned a lot working to identify and unlearn racism," said Ostrovksy, adding that common barriers to racial harmony are ignorance and denial. "That is how we avoid the pain of the realization that we are all part of an unfair system."

"Upon this realization comes the great discomfort that doing something to remedy the situation might mean giving up something. Some people like Dr. King paid the highest price, life, but for the rest of us common mortals, it might only be giving up the comfort of ignorant bliss."

For her part, Ostrovsky has worked to educate people through regular screenings of "The Color of Fear," a film available through the Affirmative Action/Equal Opportunity Department.

O'Shea actively recruits minorities to UCSF as a member of the Graduate Students Admissions Committee and a mentor with UCSF's Research Training Program, which prepares minority students for doctoral study. She believes diversity strengthens science in several ways.

"People like me benefit from the different perspectives that students with diverse backgrounds bring to this community," she said. "Science in this country is supported by public money. But if science becomes exclusively dominated by white males, it will begin to lose the support of all populations. So, in a practical sense, we need to make this a profession made up of talented people from all backgrounds."

O'Shea helps develop basic science summer programs for undergraduate minority students at UCSF and is an active member of the Society for the Advancement of Chicanos and Native Americans in Science. Her innovative research into the protein that regulates yeast cell metabolism was profiled in UCSF Magazine last summer.

Bradford, once a participant in a UCSF summer outreach program for minority high school students, now actively preserves these opportunities. In 1995, she was the president of the UCSF Chapter of the Student National Medical Association, which among other activities sponsors an annual program that encourages pre-med minority students at UC Berkeley to visit classes and labs at UCSF. Under her leadership, the chapter won the Pacific region's community service award. Bradford is also a member of the School of Medicine Admissions committee.

"What makes Tish special is that not only does she represent the diversity at UCSF, but she understands its importance and is actively involved in the struggle to maintain it," said Adam Holmes, a medical student and member of the Black Students Health Alliance.

Having emigrated to the US from Mexico to pursue a career in dentistry, Lara knows firsthand the difficulties of adjusting to life in America and at UCSF all at once. In addition to his studies, Lara worked part-time to support his family and studied English. Now he helps others with this transition as an assigned advisor in the UCSF Undergraduate Mentorship Program, which scouts promising college students from underrepresented minorities and offers them six-week scholarships to UCSF to encourage them to pursue careers in dentistry. What Lara has been able to do so effectively, because of the obstacles he has overcome, is to assure minority dental students that they too can overcome adversity.

"We must work to keep the doors of the University open to diversity," Lara said.

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Deadline for the next issue, to cover Feb. 15–Feb. 28, 1997, will be on **Tuesday, Feb. 4.** Please send news to Lisa Cisneros, 476-3256 or (cisnero@itsa.ucsf.edu), and calendar items to Brad Foss, 476-3163 or (bfoss@itsa.ucsf.edu), both at Box 0462. Fax last-minute copy to 476-3541. For distribution changes, call C.J. Burleson at 476-6791.

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Battered women assess health care

By REBECCA HIGBEE

Battered women interviewed in-depth by UCSF researchers about their experiences seeking medical treatment say that some health care providers appear indifferent or intolerant to their condition and blamed the health care system for not giving providers enough time to adequately deal with domestic violence issues.

Battered women admitted they sometimes lied about their abuse while others said they chose to say nothing about the source of their injuries out of fear that their partners would kill them and that their children would be taken away. Women also cited feeling uncomfortable, ashamed, or embarrassed according to the UCSF study published in the recent issue of Women and Health.

UCSF researchers are among the first to look at the health care system from the view of battered women and to identify complex barriers — at the patient, provider and organizational levels — which prevent abused women from receiving optimal care. Results are based on a total of 36 encounters involving 16 women.

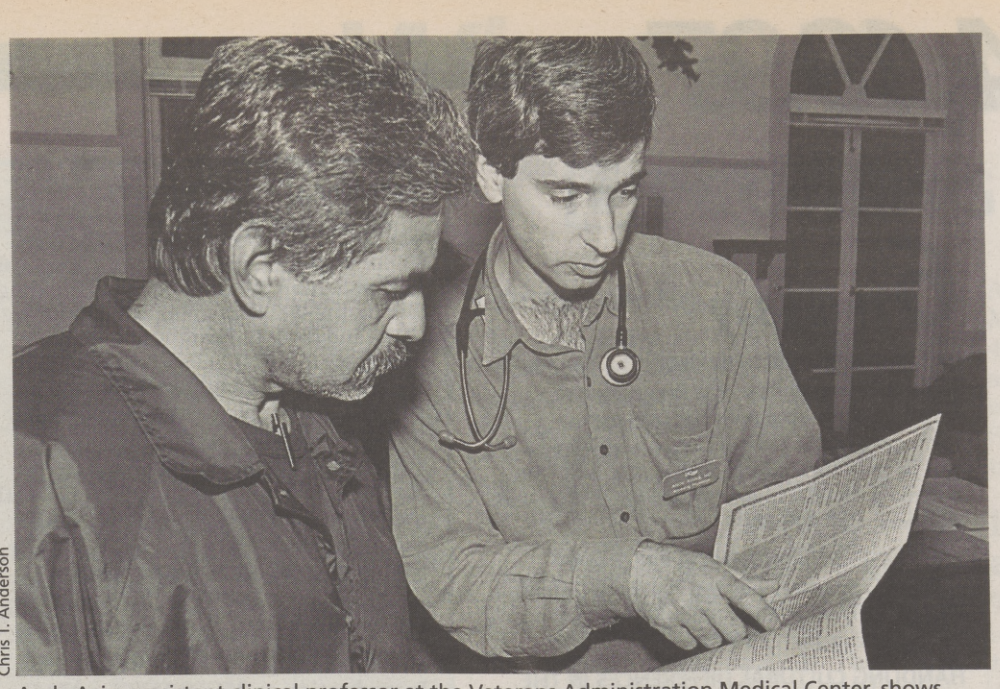
In 14 of the 26 encounters in which violence was discussed with a health care professional, battered women said that the provider appeared disinterested or unsympathetic. One woman in the study who sought treatment for bruises around her neck after her husband tried to strangle her said, "The physician's attitude was for me to stay with my husband and take advantage of the good things I had with him, like a roof over my head and added income."

Other health care providers were perceived as displaying an intolerance for women who stayed in abusive relationships. Some women reported that they felt trivialized, stigmatized, ignored or ridiculed by the health care professionals. One woman recalled her physician saying to her as she left, "Next time try to defend yourself better."

Domestic violence causes 21,000 hospitalizations annually, accounting for 99,800 inpatient days, 28,700 emergency department visits, and 39,900 doctor visits in the US, says Barbara Gerbert, chair of the UCSF Division of Social and Behavioral Sciences and lead author of the study.

To ensure that battered women seek and receive optimal health care, Gerbert says that battered women should be given the understanding, support and information they need to make choices about their individual situations.

"Health care professionals must not wait for the battered woman to feel comfortable talking about the abuse, but must be proactive in identifying the cause of the presenting injury or symptom as domestic violence," she says. "Once identified, the professional must act on his or her health care role and provide quality treatment, including validating the battered woman's experience and providing her with appropriate referrals to community support services."



Chris T. Anderson

Andy Avins, assistant clinical professor at the Veterans Administration Medical Center, shows Juan Garcia a brochure about local social service agencies.

VAMC team reaches out to homeless

A team of physicians, nurses and social workers from the VAMC provided on-site services to homeless people at San Francisco's Old Firehouse on Jan. 9. The effort, named "Reach Out," was coordinated by the SF Departments of Public Health and Human Services and by the Mayor's Office on Homelessness. On any given night about 10,000 homeless people live on the streets of San Francisco. Veterans make up nearly 35 percent of the homeless population across the nation, according to a recent survey.

RESEARCH ROUNDUP

VAMC studies aim to reduce cardiac surgery trouble

Researchers headed by Dennis T. Mangano, director of the surgical intensive care unit at the San Francisco VA Medical Center and UCSF professor of anesthesiology, have found in separate studies ways to improve patient care following surgery.

In one study, Mangano and others discovered that intensively treating high-risk surgical patients with "beta blocker" drugs during hospitalization reduced their risk of dying during the next two years by more than 50 percent.

Of the 30 million Americans who undergo surgery each year, as many as one million suffer heart attacks or other cardiac complications after the operation, with a half million dying in the following two years—numbers that threaten to grow as the population ages.

"These results are dramatic and I believe are a mandate to change the way we treat patients at high risk for cardiac complications," says Mangano.

Surgery patients undergo enormous stress, he emphasized, an effect multiplied by coronary artery disease. "Surgery and recovery are like running 10 marathons back to back, and a hallmark of the body's stress response is a greatly increased heart rate. Our aim was to counter the stress response by aggressively lowering heart rate."

Beta-blocker drugs such as atenolol lower the heart rate and have long been a mainstay of treatment for conditions such as high blood pressure. The treatment used in the study is extremely inexpensive at a cost of less than $100 per patient.

In another analysis of the largest set of trials ever aimed at reducing illness and death following cardiac surgery, researchers, headed by Mangano, found that treating heart bypass patients with the drug acadesine before and during surgery reduced their risk of heart attacks, early cardiac death and other adverse cardiovascular outcomes such as stroke.

A bioengineered compound which stimulates the production of the hormone adenosine, acadesine enhances the body's natural defenses against heart injuries caused by lack of oxygen, as is experienced during a heart attack. The drug, which has not yet been approved by the FDA, decreased the incidence of one or more adverse cardiovascular outcomes (heart attack, cardiac death, stroke) by 26 percent.

Heart bypass patients given the drug acadesine experienced a significant decrease in heart attacks during surgery, and half as many cardiac deaths through the first four days after surgery.

More than 800,000 patients undergo heart bypass surgery around the world every year. The death rate among these patients during and immediately after surgery is currently 0.5 percent to 11 percent.

To study the effects of acadesine, Mangano and colleagues from the Multicenter Study of Perioperative Ischemia Research Group reviewed the cases of 4,043 patients who underwent coronary artery bypass graft surgery at 81 medical centers in the US, Canada and Europe. Initially, the patients participated in five separate clinical trials but Mangano's group combined the trials into a meta-analysis to better study patient outcomes. In all, 2,012 patients received acadesine for seven continuous hours while the remaining 2,031 patients received a placebo.

"Our results clearly indicated that patients in the acadesine group had much better outcomes throughout the observation period. Better outcomes not only mean healthier patients, but also translate into a significant health care savings," he said.

State gets new, improved poison control center

This year, the University of California launched the new California Poison Control System, which will provide consistent, high-quality and cost-saving services to all Californians.

The new system, to be managed by the UCSF School of Pharmacy, is designed so that calls from anywhere in the state will be answered by toxicology specialists at any one of four hotline sites: UC Davis Medical Center in Sacramento, UC San Diego Medical Center, San Francisco General Hospital and Valley Children's Hospital in Fresno. Hotline specialists will be trained to respond to calls under uniform guidelines that are now being developed. The new operation is expected to provide long-term stability to the current fragmented system that has been on the brink of collapse because of financial uncertainties. Organizers of the new system have obtained state funding to get the service up and running over the next two years.

"We still need to secure long-term funding, though clearly we are in a much better position to do so," said Stuart E. Heard, executive director of the new system and assistant dean of the UCSF School of Pharmacy.

Long-term funding is expected to come from private health insurers, the state (on behalf of Medi-Cal patients) and counties (on behalf of indigent patients), he said.

Although callers will be able to use any of the state's six existing toll-free poison control phone numbers for the next year, next month they will be able to dial a single toll-free 800 number for advice in poisoning emergencies. That new number will be announced on Feb. 12.

The system will be accessible to the hearing impaired through a special TDD hotline number. And separate hotline numbers will be dedicated to physicians and hospitals through a new Medical Toxicology Consultation Service and there will be another number especially for immediate consultations for 911 operators.

Fees (from page 1)

ing students this fall will pay $300 more than nursing students already enrolled. As part of the Regents' policy, fee levels remain the same for each student for the duration of their enrollment, with increases applicable to new students only.

New UC medical students will pay a total of $10,073 next fall as compared to $13,434, the average charged at public institutions, and $25,350, the tuition charged at Stanford University.

At their meeting at Laurel Heights, the Regents also raised tuition fees for students coming to UC from outside California by $590 from $8,394 to $8,984 per year. But graduate doctoral students who have advanced to candidacy will get a 75 percent discount on the annual nonresident tuition fee for a maximum of three years. About 600 students annually are eligible for the reduced tuition charge, according to the UC Office of the President.

The Regents approved this discount policy, which is similar to those at both private and public institutions the University uses for comparison, to give a price break to domestic graduate students, who for various reasons do not become California residents, and foreign students who are not eligible to become citizens, or permanent residents who are eligible, but do not become California residents. These two actions — increasing the nonresident tuition fee to the average tuition and fees charged at public comparison institutions, and reducing the fee charged to graduate doctoral students who have advanced to candidacy — bring UC's practices in line with state policy on the adjustment of nonresident tuition.

How UC professional student fees compare

	Medicine	Dentistry	Pharmacy	Nursing
1996-97 UC Total	$9,073	$8,453	$6,337	$5,875
1997-98 UC Total	**10,073**	**9,453**	**7,337**	**6,175**
Average for Public Institutions*	**13,434**	**11,745**	**8,084**	**6,500**
Private Institutions				
Harvard	26,281	26,281	—	—
Stanford	25,350	—	—	—
Breakdown of UC's 1997-98 Total				
Educational fee, University registration fee and average miscellaneous fees	4,697	4,453	4,337	4,375
Fee for selected professional school students	5,376	5,000	3,000	1,800

*Estimated figures from 11 comparison institutions, including University of Michigan, State University of New York and University of Illinois.

Source: UC Office of the President, Jan. 8, 1997

Feb. 1–14, 1997

1 Saturday

PEDIATRICS CONFERENCE: The Fourth Annual Update in Behavioral/Developmental Pediatrics will be held at Cole Hall. Registration begins at 8 a.m. Sponsored by the UCSF Office of Continuing Medical Education. Call 476-4251.

LOW VISION FORUM: As part of a series for the visually impaired sponsored by the Department of Ophthalmology, Lisa Wong from the Glaucoma Research Foundation will present an update in glaucoma research, 11 a.m.-1 p.m. in the lobby of the ACC. Free. Call 626-5113.

COLE HALL CINEMA: Millberry Arts & Performances presents *Romeo and Juliet.*

Children under 14 pay $2; UCSF students and MU members, $2.50; UCSF staff, seniors and other students, $3; general public, $3.50. Cole Hall. 6:30 p.m. and 9:00 p.m. (Film subject to change). Call 476-2542 or visit www.ArtsPerf.ucsf.edu.

3 Monday

GETTING RESEARCH INTO THE MEDIA EFFECTIVELY: Bernard Lo, professor of medicine and director of the UCSF program in medical ethics, and Lisa Krieger, a medical writer for the San Francisco Examiner, present *Media Prep-Kit: How to Communicate Research Most Effectively,* 12-1:30 p.m. in the seminar room at the Institute for Health Policy Studies, 1388 Sutter St. Call 476-4921.

BETTER VISION NOW: John Stanley, professor of ophthalmology, will talk about new surgery options for the correction of nearsightedness and astigmatism — from laser surgery to corneal implants. UCSF Beckman Vision Center. 6 p.m. Free. Call 476-5021.

4 Tuesday

NEWSBREAK/MEDSOUNDS DEADLINE FOR NEXT ISSUE

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences. N 423. 12-1 p.m. Free. Call 563-4459 to register.

ALTERNATIVE MEDICINE LECTURE: Gunter Risse, professor of history of health sciences, presents *Calistoga is More Than a Drink: Water as a Panacea Since Hippocrates,* a discussion of spas and hydropathic institutions in Europe and the United States. HSW 300. 12-1 p.m. Call 476-2766.

DINE OUT FOR AGING SUPPORT AND RESEARCH: The non-profit Goldman Institute on Aging has organized the 14th Annual Dinner a la Heart to benefit the institute's Alzheimer's Day Center, Senior Information Line and Artworks programs. Participants can choose to dine at one of 60 participating Bay Area restaurants at prices ranging from $50 to $125. For reservations, call 750-4124.

MEDICAL USES OF MEDITATION: Learn about a *Mindfulness Based Wellness Program* that is being used by some Bay Area medical centers at this seminar sponsored by the Institute of Healing Arts and Sciences. N 517. 6:30-8:15 p.m. Call 441-3731.

5 Wednesday

BROWN BAG LECTURE: Stanley B. Prusiner, professor of neurology, biochemistry and physics presents *Mad Cows, Laughing Cannibals and Prions,* a discussion of neurodegenerative disorders at 12:10 p.m. in N 225. Free. Call 476-4394.

BAY AREA BREAST CANCER FORUM: *The Clinical Trial Dilemma: How to Choose and Prioritize* will be the topic at this monthly gathering of health care providers, researchers, patients, and friends in the 3rd floor conference room at the Mount Zion Cancer Center, 2356 Sutter Street. 6-8 p.m. Call 885-3738.

6 Thursday

EPIDEMIOLOGY CONFERENCE: The Fourth Annual Epidemiology and Prevention of Infectious Diseases program, *Emerging Pathogens in the United States and Worldwide,* will be held through Saturday, Feb. 8 at the Fairmont Hotel. On-site registration begins at 7:30 a.m. Call 476-5808.

TAY-SACHS SCREENING FOR PREGNANT COUPLES: Sponsored by the Northern California Tay-Sachs Disease Prevention Program. 9 a.m. For appointments, call 476-4080.

HANDLING CULTURAL DIFFERENCES IN THE WORKPLACE: Sandra Smith, clinical psychologist, presents *Surviving and Healing Racism in the Workplace* at 12:10 p.m. in N 217. Free. Presented by the UCSF Black Caucus and the Black Student Health Alliance. Call 476-5222.

COLE HALL CINEMA: Millberry Arts & Performances presents *Looking for Richard.* Showings at 5:45 p.m. and 8:15 p.m. See Feb. 1 for ticket information.

7 Friday

STUDENT NATIONAL MEDICAL ASSOCIATION REGIONAL CONFERENCE: *Physicians of Color, Uplifting the Communities We Serve* will be the theme of this conference. 8 a.m.-4 p.m. Medical Sciences Lobby. Call 476-4410.

PEDIATRIC UROLOGY FORUM: Giacomo Passerini-Glazel, professor of urology at the University Hospital of Padova, Italy will be the visiting professor at the Pediatric Urology Seminar in Toland Hall, 8:30 a.m.-4:30 p.m. He will discuss the *Classification of the Anomalies of the Corpora Cavernosa.* Call 476-5808.

HOMEOPATHIC PRINCIPLES AND TREATMENT PLANS: Nicola Henrique presents *A Case Well Taken is a Case Half Cured* in N 217, 12-1 p.m. Free. Call 330-5353.

BLACK AND WHITE GALA PLANNING MEETING: Volunteers are being sought to help plan the gala, which is scheduled for April 4. MU 244. 12-1 p.m. Contact EMPACT at 476-6932.

COLE HALL CINEMA: Millberry Arts & Performances presents *Looking for Richard.* Showings at 6:30 p.m. and 9 p.m. See Feb. 1 for ticket information.

8 Saturday

POWERFUL, NON-DEFENSIVE COMMUNICATION: This workshop teaches women how to ask questions that stimulate sincere responses, and to speak in a clear and confident manner. 9 a.m.-4 p.m. C 130. $50. Sponsored by the Women's Resource Center. Call 476-5222

COLE HALL CINEMA: Millberry Arts & Performances presents *Looking for Richard.* Showings at 6:30 p.m. and 9 p.m. See Feb. 1 for ticket information.

10 Monday

GETTING RESEARCH INTO THE MEDIA EFFECTIVELY: Drummond Rennie, adjunct professor of medicine and deputy editor at Journal of the American Medical Association, Carol Fox, director of news services, and Rebecca Higbee, public information representative, present *Embargo and Beyond: Coordinating Publication and Publicity,* 12-1:30 p.m. in the seminar room at the Institute for Health Policy Studies, 1388 Sutter St. Call 476-4921.

BETTER VISION NOW: Douglas Holsclaw, assistant clinical professor of ophthalmology, will talk about new surgery options for the correction of nearsightedness and astigmatism — from laser surgery to corneal implants. UCSF Beckman Vision Center. 6 p.m. Free. Call 476-5021.

11 Tuesday

AIDS CONFERENCE AT NATIONAL INSTITUTES OF HEALTH: The UCSF Center for AIDS Research presents *Reproductive Tract and HIV Transmission,* at the Lister Hill Auditorium at the National Institutes of Health in Bethesda, Maryland. Deadline for registration is Feb. 5. Call 301/496-1101.

TAY SACHS SCREENING FOR PREGNANT COUPLES: Sponsored by the Northern California Tay-Sachs Disease Prevention Program. For appointments, call 476-4080.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences. N 423. 12-1 p.m. Free. Call 563-4459 to register.

ALTERNATIVE MEDICINE LECTURE: Gunter Risse, professor of history of health sciences, presents *Nutrition and Healing: Grains, Vegetables and Vitamins,* a discussion of orthomolecular medicine. HSW 300. 12-1 p.m. Call 476-2766.

12 Wednesday

WOMEN'S HEALTH RESEARCH RETREAT: Margaret Chesney, adjunct professor of medicine, will present *Women's Health: An Evolving Paradigm,* the keynote address at this half-day research retreat organized by the UCSF National Center of Excellence in Women's Health. 8 a.m.-1:30 p.m. Laurel Heights Conference Center. Call 885-7273.

BONE MARROW DRIVE: A bone marrow drive, co-sponsored by the Judie Davis Marrow Donor Recruitment Program, will be held 10 a.m.-2 p.m. in S 176. Call 476-4410.

BROWN BAG LECTURE: Mayor Willie Brown discusses his upbringing in Mineola, Texas, his years as House Speaker and his mayorship in San Francisco. N 225. 12:10 p.m. Free. Call 476-4394.

ADVANCES IN NEUROLOGY: The 30th Annual Recent Advances in Neurology program will be held at the Embarcadero Hyatt Regency Hotel through Friday, Feb. 14, with on-site registration beginning at 12:45 p.m. Sponsored by the UCSF Office of Continuing Medical Education. Call 476-5808.

FORUM ON HIV-ASSOCIATED WASTING: Mark Hellerstein, associate professor of medicine, Morris Schambelan, professor of medicine, and Kathleen Mulligan, assistant resident in endocrinology, will speak. 6-8 p.m. Carr Auditorium, SFGH. Sponsored by the UCSF AIDS Program and SFGH. Call 476-4082, ext. 118.

COLLECTING BOOKS ON MEDICINE: The Bay Area History of Medicine Club presents a talk entitled *The Pleasures and Challenges of Collecting Books on the History of Medicine,* in S 214 at 8 p.m. Call 753-8483.

13 Thursday

PHYSICIAN-ASSISTED DYING TALK: *Doctors and Death in the Modern Era,* a look at 100 years of physician-assisted dying in the United States and Germany, will be presented in MCB 630 through Friday, Feb. 14. On-site check-in begins at 8 a.m. in the MCB lobby. Call 476-5808.

DENTISTRY DEAN'S SEMINAR: A free lecture titled *The Art of Pulling Teeth in Painting and Comic Strip: Private Nightmare, Public Martyrdom, Political Struggle* will be presented by David Kunzle, UCLA professor of history in HSW 303, 12-1 p.m. Call 476-1101.

COLE HALL CINEMA: Millberry Arts & Performances presents *Umbrellas of Cherbourg.* Showings at 5:45 p.m. and 7:45 p.m. See Feb. 1 listing for ticket information.

14 Friday

VALENTINE'S DAY

HOSPITAL NEW EMPLOYEE ORIENTATION: Langley Porter Auditorium. 8:30 a.m.-1 p.m. Department personnel representatives call John Frank at 476-3001.

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

AFRICAN AMERICAN VENDORS FAIRE: Visit the Millberry Union Conference Center 11 a.m.-3 p.m. Call 476-9413.

LECTURE ON THE JOYS OF DESTINY: Psychotherapist Allen Roland speaks about "the quest to reunite with wholeness and joy," 12-1 p.m., N 217. Free. Sponsored by the Institute of Healing Arts and Sciences. Call 330-5353.

COLE HALL CINEMA: Millberry Arts & Performances presents *Umbrellas of Cherbourg.* Showings at 6:30 p.m. and 8:30 p.m. See Feb. 1 listing for ticket information.

INFORMATICS CLASSES

The UCSF Library offers the following Informatics Training Seminars. Classes are held in S 165A, Medical Sciences Building (MSB), the ILC Classroom at 222 Library (LIB) and the San Francisco General Hospital Library (SFGH). Call 476-2337 for a complete schedule or check out the Informatics website at http://www.library.ucsf.edu/ed/class/

Health Care Reform Information Resources. Monday, Feb. 3, 12-2 p.m. (LIB), and Wednesday, Feb. 12, 3-5 p.m. (SFGH)

The World Wide Web. Tuesday, Feb. 4, 2-4 p.m. (SFGH), and Thursday, Feb. 13, 10 a.m.-noon.

Introduction to the Internet. Thursday, Feb. 6, 10 a.m.-noon, and Monday, Feb. 10, 2-4 p.m. (SFGH)

Introduction to MEDLINE for MAC. Thursday, Feb. 6, 2-4 p.m. (SFGH)

Introduction to MELVYL Databases. Tuesday, Feb. 11, 3-5 p.m. (LIB)

HIV/AIDS Information Resources. Thursday, Feb. 13, 3-5 p.m. (MSB)

COMPUTER TRAINING

Facilities Management offers the following classes for PC users. All classes held at the FM Training Room, 3130 20th Street. Shuttles leave from UCSF/Mount Zion, Parnassus and SFGH. Half-day class is $135, full-day is $215. Call 476-6825.

Windows 95. Tuesday, Feb. 4, 8:30 a.m.-noon and Wednesday, Feb. 12, 1-4:30 p.m.

Excel for Windows I. Tuesday, Feb. 4, 1-4:30 p.m.

Word for Windows I. Wednesday, Feb. 5, 8:30 a.m.-noon.

Excel for Windows II. Wednesday, Feb. 5, 1-4:30 p.m. and Thursday, Feb. 13, 1-4:30 p.m.

Access for Windows I. Thursday, Feb. 6, 9 a.m. -3 p.m and Tuesday, Feb. 11, 9 a.m.-3 p.m.

Word for Windows II. Monday, Feb. 10, 1-4:30 p.m.

Windows II. Wednesday, Feb. 12, 8:30 a.m.-noon.

Word for Windows IV. Thursday, Feb. 13, 8:30 a.m.-noon.

DEVELOPMENT & TRAINING

Contracts and Grants Workshop. Tuesday, Feb. 4, 9 a.m.-noon. $40.

Coaching/Motivating/Delegating. Wednesday, Feb. 5, 8:30 a.m.-4:30 p.m. $100.

Interaction Management Tactics. Tuesdays, Feb. 11 and 25, March 11 and 25, April 8 and 22. Wednesdays, Feb. 19 and 26, March 5, 12 and 26, April 2. Thursdays, March 13 and 27, April 10 and 24, May 8 and 22. $300. Call 476-4278.

Supervisor's Guide to Performance Evaluation. Tuesday, Feb. 11, 8:30 a.m.-4:30 p.m. $40.

Payroll Workshop. Thursday, Feb. 13, 12:30-4:30 p.m. $40.

What's Happening

Regular meetings and ongoing support groups

Sunday

Healing Garden Working Days: UCSF/Mount Zion Cancer Center Healing Garden, 2356 Sutter. Call for dates: 885-3693.*

Monday

Art for Recovery: Monday and Thursday afternoons. Cancer Center, Infusion Center, second floor. Call Cindy Perlis at 885-7221.

Drop-in Support Group for Women Living with HIV/AIDS: Free lunch and beverages provided. A 45. 11 a.m.-12:30 p.m. Call 476-2417 or 476-9289.

Health Professionals in Recovery: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous, 12-step emphasis. Meets twice a month. Noon. Call 476-8279.

Friends of Lois Al-Anon Meeting: Closed meeting: for friends & families of alcoholics only. Room 521, MCB. After Jan. 1, will meet in Room 3, MCB. Noon. Call 626-5633.

Breast Cancer Support Group: J 223, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6-7:30 p.m. Pre-registration required. Call Debra Marks at 750-3155.

Colorectal Cancer Support: Second and fourth Mondays. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30-8:00 p.m. Call 885-7585.*

Melanoma Support Groups: Meets first and third Mondays for patients and family members. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30-8:30 p.m. 885-7585*

AIDS Health Project Meditation & Self-Hypnosis Workshop: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Room, Davies Medical Center 7-9 p.m. Call 476-3902.*

Tuesday

SFGH Circle of Sisters: Monthly networking forum for black women working and studying at UCSF/SFGH. Call 206-8314.

UCSF Staff Council Meeting: Third Tuesdays. 11 a.m.-1 p.m. S 609. Call 476-9977.

MHONA: For victims of trauma with cross disabilities. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Helpline at 759-7923 provided daily, 7 a.m.-10 p.m.*

Exercise & Physiology Class for Cancer Patients & Survivors: Mount Zion Cardiac Care Gymnasium. 12:30-1:30 p.m. Pre-registration required. Call 885-3693.*

Institute of Healing Meditation Class: Every second, third and fourth Tuesday. 12-1 p.m.C 417. Call 563-4459.

Institute of Healing Arts and Sciences Meditation Class: Tuesdays. Noon-1 p.m. Call 563-4459 for location.*

Gospel Choir Rehearsal at UCSF: Weekly at MCB. Noon. Call 502-0106.*

Parkinson's Disease Education & Support Group: For people with Parkinson's & their caregivers. Third Tuesdays. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

Parnassus Players: UCSF's theater group meets first Tuesday at Millberry Union Conference Center. Times vary. Call 921-3231.*

Nurses' Pain Association Meeting: Second Tuesdays. C 254. 5:30-7:30 p.m.*

Women's Psychotherapy Group: Langley Porter. 6:00-7:30 p.m. For eligibility requirements and registration call Elaine 931-1958.

Gynecological Cancer Support Group Forming: 6:00-7:30 p.m. For location and registration call Debra Marks at 750-3155.

Brain Tumor Support Group: First Tuesdays. C 130. 7:00-8:30 p.m. Call 284-0208.*

Gay Men's Therapy Group: Tuesdays, 6-7:30 p.m. Call 353-7277.*

*OPEN TO THE PUBLIC

Wednesday

Gay, Lesbian, Bisexual Association at UCSF Meeting: Second Wednesdays. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues attend. Call 282-9650.

Support Group for Family/Friends of Those with Mental Illness: For those interested in psychiatric disorders and treatments. Call Laura Deering-Mayclin at 476-7394.*

Latin American Campus Association Meeting: Second Wednesdays. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

Latin Women Coalition: For Latina faculty, staff and students. Noon-1 p.m. Call 476-7117.*

Parnassus Al-Anon Meeting: For friends and families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

Tai Chi Classes: Staff welcome. UCSF/Mount Zion Cancer Center. Healing Garden, 2356 Sutter. 12-1p.m. 885-3693.*

Alcoholics Anonymous Meeting: Closed meeting: Conference Room 3, first floor, MCB. 12:05 p.m. Call 621-1326.

MHONA: For victims of trauma with cross disabilities. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Helpline also provided daily, 7 a.m.-10 p.m. at 759-7923.*

Trauma/Injury Support Group: First and third Wednesdays. SFGH Library, Bldg. 30, room 3101. 2:30-4 p.m. Call Laurie Barkin at 206-8402 or Dr. Yigal Ben-Haim at 753-1000.

Incest Survivor Support Group for Women : Must attend for one year. 5:30- 7 p.m. For screening, call 476-7526 or 476-7085.

San Francisco City Chorus Rehearsal: 7 p.m. Call 765-SONG.

Eating Disorders Support Group: Open to anyone dealing with an eating disorder in themselves or others. Meets first and third Wednesday. M 688. 7-8:30 p.m. Call 332-3425.*

Co-Dependents Anonymous Meeting: 12-step program for people with dysfunctional relationships. A119, LPPI. 8-9:30 p.m. Call 432-3529.*

Long-Term Psychotherapy Group: Meets 5:30-7 p.m. Contact Elaine at 476-7442.

Thursday

AWAKE Meeting: Alert, Well And Keeping Energetic is a support and education group for people with sleep apnea and their families. Third Thursdays. Bring CPAP equipment for check-up. Call 885-7886.*

Gospel Choir Rehearsal at UCSF: Weekly rehearsals at Parnassus. Noon. Call 502-0106.*

Head & Neck Cancer Surgery Support Groups: Separate groups for patients and families meet on second and fourth Thursdays. J 221, UCSF/Mount Zion Cancer Center, 2356 Sutter. 1-2 p.m. Call first 885-7623.*

Association of Clinical Research Nurses Meeting: Meets every other month, alternating between UCSF and Stanford. 5:45-7:30 p.m. Call 476-0683.*

Support Group for Women Living with Life-Altering Illness: Alternate Thursdays. 6-8 p.m. Call 775-2854 to pre-register.*

Friday

Circle of Sisters: Networking forum for black women working and studying at UCSF. Second and third Fridays. Noon-1 p.m. Call 502-5666.

Weight Watchers Meeting: S 159. Noon-12:45 p.m. Call 476-6148 or 476-6241.*

Alcoholics Anonymous Meeting: Closed meeting: C 417. 12:10-1 p.m. Call 621-1326.*

Lakeside Senior Medical Center Caregiver Support Group: First Fridays. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 986-2305.

For information on 12-step and support groups call the Bay Area Self-Help Center at 772-4357 or the Mental Health Association of San Francisco at 882-6230.*

Newsbreak deadline

Tuesday, Feb. 4 is the deadline for items to be listed in the next calendar, which covers Feb. 15-28, 1997 (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Send information for the calendar to Brad Foss at (bfoss@itsa.ucsf. edu), mail it to Box 0462, send a fax to 476-3541, or bring it to UCSF/ Laurel Heights, 3333 California St., Suite 103 or call 476-3163. To submit information for Newsbreak/ Medsounds send email to Lisa Cisneros at (cisnero@itsa.ucsf.edu), or fax it to her at 476-3541.

Breast cancer screenings

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.Women need the approval of their physician, in addition to their doctor's full name, address (including room number & zip code) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $75. Call 476-2193 between 9 a.m. and 3 p.m. to make an appointment. Listed below are dates when the van will be at UCSF locations. Call 476-2193 for a full schedule.

- Wednesday, Feb. 5: UCSF/Lakeshore Plaza at 1501-1599 Sloat Blvd.
- Thursday, Feb. 6: UCSF/Daly City at 333 Gellert Blvd.
- Friday, Feb. 7: UCSF/Parnassus at Medical Center Way.

UPCOMING EVENTS

Course on flow cytometry

The Laboratory for Cell Analysis at the UCSF Cancer Center is offering a short course on the principles and applications of flow cytometry and sorting on Monday and Tuesday, Feb. 3 and 4, beginning at 9:30 a.m. at MCB 230. The cost is $250 per student. There is no fee for faculty, students or staff of the UCSF Cancer Center. The course consists of two lectures, a demonstration, and discussion of the nuances of sample preparation, plus data acquisition and analysis. The course is designed to give a basic understanding of instrument operation and a foundation for critical analysis of flow cytometry data. For registration, call DeeDee Millare at 476-6703.

Winner of UCSF piano competition to perform

Pearl Toy, professor of laboratory medicine and this year's winner of the UCSF Piano Competition, will play "Beethoven's Fourth" with the UCSF orchestra under the direction of Jeremy Swerling, UCSF Orchestra conductor, on Tuesday, Feb. 25 at 7:30 p.m. in Millberry Gym. "Historically, it is the first piano concerto where the piano starts rather than the orchestra," says Toy, explaining why this composition is a favorite.

The orchestra will perform Schubert's "Unfinished Symphony" and Ravel/ Mussourgsky's "Pictures at an Exhibition." Performances are sponsored by UCSF Arts and Performances and the Chancellor's Endowment Fund. For more information, call 476-6761.

Women's history month

A dozen informational and celebratory events are scheduled for Women's History Month at UCSF. From discussions on self-esteem to the latest in women's health care, there are programs for everyone. Rose Resnick, executive director of the Rose Resnick Lighthouse for the Blind and Visually Impaired, will discuss her life on Wednesday, March 5 from 12:10 to 1 p.m. in N 225. On Friday, March 7, Jude Sharp, a psychotherapist and specialist in organizational issues, will present "Working Women: You Owe it to Yourself," a discussion of practical perspectives and skills to increase your confidence. Women's Health 2000, an annual event providing the latest information on women's health, will be held Saturday, March 8, from 8 a.m. to 4 p.m. at 513 Parnassus. For further information and a complete listing of events, call 476-5222.

ABOG spring conference

The academic Business Officers' Group (ABOG) presents its annual spring conference, "Managing on the Edge: Creating Balance in Your Work and Life," on Thursday, March 13 from 9 a.m. to 4 p.m. at Laurel Heights. This one-day interactive workshop will be led by professional speaker Scott Halford. The cost is $65 for ABOG members and $80 for non-members. For more information, call 476-8320.

Anthropology seminar

The UCSF Department of Medical Anthropology welcomes Robbie E. Davis-Floyd, research fellow in the department of anthropology at the University of Texas at Austin, for a seminar entitled "Childbirth in the Technocracy: An Anthropological Perspective," Wednesday, March 19 from 12 p.m. to 2 p.m. in MU 427W. Davis-Floyd is the author of "Birth as an American Rite of Passage" and co-editor of "Cyborg Babies: From Techno-Sex to Techno-Tots." For more information, call 476-7234.

Interactive symposium on aesthetic surgery

The UCSF Division of Plastic Surgery and the Davies Medical Center present the Ninth Annual Symposium on Aesthetic Surgery from March 20 to 22 at the Mark Hopkins Hotel.

This interactive symposium features live surgery that will be televised on large screens as moderators facilitate direct audience participation with the surgeon. Upon completion of this symposium, participants should be able to recognize the aesthetic and reconstructive implications of facial anatomy and anatomical variations, evaluate the use of surgical techniques, lasers and endoscopes in aesthetic facial surgery and provide appropriate management for complications in aesthetic surgery. Facelifts, rhinoplasty and liposuction techniques will be performed. Cost of the seminar ranges from $850 to $950, and is $350 for plastic surgery residents. To register, call 476-5808.

Primary care review

"Controversies and Challenges in Primary Care," the 1997 Annual Review in Family Medicine, will be held Wednesday, March 26 through Friday, March 28 at the Renaissance Stanford Court Hotel in San Francisco.

Discussions will inform participants about current therapies for herpes virus infections and HIV/AIDS, approaches to treating hypertension and coronary heart disease, and identifying challenging problems among children, including child abuse. Ronald H. Goldschmidt, professor and vice chair in the department of family and community medicine, is the program chair of this three-day event being sponsored by the School of Medicine and the UCSF Office of Continuing Medical Education. Program fees range from $275 to $425. For registration information, call 476-5808. For program information, call 476-5250.

Black and White gala

Celebrate the beginning of springtime at this year's no dress code Black and White Gala on Friday, April 4 at the San Francisco Gift Center Pavilion. The evening includes hors d'oeuvres, dancing and live music from the Bay Area's eight-member band, Pride and Joy.

Advance tickets are available to UCSF staff and students at a discounted rate of $10 before the event, or $15 at the door. Pick up tickets at Millberry Union Central Desk or call 476-2675.

Help plan daughters at UCSF day

Volunteers from campus departments are needed to develop programs for UCSF's observance of national "Take Our Daughters to Work Day" on Thursday, April 24. By introducing children to the diversity of available job opportunities, the event's goal is to bolster self-esteem and encourage a renewed interest in academic performance. Millie Hughes Fulford, an adjunct professor of medicine who was a member of the Space Shuttle Columbia crew, will be the lunchtime speaker. To get involved, call Katherine Riordan in the Department of Public Affairs at 476-0729.

Public absent from UCSF police accreditation hearing, but still time to comment

By BRAD FOSS

Although citizens were invited to voice their opinion about the UCSF Police Department at a public hearing Jan. 27, the only person to comment was one of its own employees.

Another man wandered into a Millberry Union conference room to inquire what the meeting was about.

Originally scheduled to be an hour long, the brief hearing was part of a process to determine whether the department is fit to gain accreditation from an international law enforcement agency.

"This accreditation will keep us operating at a high professional standard," said police dispatcher Joseph Arone, the only person to formally address the three-member panel from the Commission on Accreditation for Law Enforcement Agencies (CALEA).

The police department must comply with 349 standards in order to be accredited. During their three-day visit to UCSF, the assessors, each a member of other University police departments, reviewed written policies, interviewed officers and rode along in police cars to witness compliance with the standards, which include crime prevention, management procedures and nondiscriminatory personnel practices.

The accreditation team also hope to hear from citizens to determine whether they have confidence in or concerns about the agency. The public hearing is also an important component because police departments nationwide are relying more and more on partnerships with the community in fighting crime, explained Dean Shoars, director of public safety at the University of Northern Iowa and the lead assessor for CALEA.

Though Chief Ronald Nelson said he was hoping members of the public would show up at the hearing, he seemed pleased that the hearing went off without a hitch.

If accredited, UCSF would become only the eighteenth University nationwide to receive accreditation from CALEA, which has more than 400 members. A decision on UCSF's accreditation will be made by the organization by the end of March. If the University is accredited, it will be reviewed again in three years.

Members of the campus community unable to attend the public hearing are invited to offer comments by writing to the Commission on Accreditation for Law Enforcement Agencies Inc., 10306 Eaton Place, Suite 320, Fairfax, Virginia, 22030-2201. A copy of the standards is available at the UCSF Police Department. Call Karen Newhouse at 476-7065.

It's a bright idea to don a button

UCSF staff members Yolande Salyer and James Brooks found out that it pays to get involved.

The two received energy-saving and cost-efficient compact fluorescent bulbs simply for wearing the distinctive UCSF Water and Energy Awareness Campaign buttons that say "Save water. Save energy. It's the right thing to do."

Salyer, an administrative assistant in the Office of the Vice Chancellor of Administration, was spotted on her way back to the office with her lunch. "These are great," she exclaimed when she saw what she'd won. Brooks, a custodian for Physical Plant, was working outside Cole Hall when he received his bulb. As part of the campus' awareness campaign, spotters continue to be on the lookout for anyone wearing the buttons and will randomly select winners at various campus locations every week.

Compared to an incandescent light bulb, which uses 100 watts and costs about one cent per hour, a compact fluorescent bulb uses 27 watts and costs about one cent for every four hours of use, according to PG&E.

Anyone interested in obtaining a button may call the awareness hotline at 502-8350, or email hydrowatt@fm.ucsf.edu. Buttons are also available at the Medical Sciences lobby and the Moffitt/Long information desks.

Michele Firpo

Yolande Salyer receives a new compact fluorescent bulb

LRDP (from page 1)

Group, a diverse group of neighborhood, labor, ethnic, and business leaders.

To help illustrate expansion goals to the Regents, UCSF officials showed a 12-minute video directed by the Public Affairs Department that brought together University officials, business leaders, including Gap chairman Donald Fisher and William Rutter, chairman of Chiron, a large Emeryville-based biotech firm, and community members to highlight how crucial public and private support is to UCSF's development. The campus expects to finance the various projects outlined in the LRDP through traditional funding sources such as state support, gifts, and grants, as well as innovative development opportunities.

The LRDP can be described as more of a pre-game strategy than a series of set plays the University will follow into the 21st century. For instance, it doesn't constitute a commitment to any specific project, construction schedule or financing plan. The LRDP does include development plans for existing sites and explores options for the second major site as UCSF moves toward bringing employees together at fewer and less-crowded sites.

To reduce crowding, the LRDP calls for rapid replacement of outdated buildings at Parnassus Heights, the completion of expansion plans at UCSF/Mount Zion and Laurel Heights, and the consolidation of programs at a second campus to be built in San Francisco, Brisbane, or Alameda. The major new site would be 2.65 million square feet of space devoted primarily to biomedical research laboratories.

After studying 120 possible locations in a two-year review, campus planners and advisory groups outlined the features of the following three sites in the LRDP without indicating a preference:

- Brisbane Baylands/Executive Park, an undeveloped industrial park neighboring a mixed-use development in San Francisco near Candlestick Point. The combined size of the two parcels totals almost 600 acres, of which UCSF is studying 118 acres for development.
- Harbor Bay Business Park, a 320-acre office park in Alameda, of which 67 acres are being studied for UCSF development.
- Mission Bay, a 300-acre mixed-use development on San Francisco's central waterfront, of which 43 acres are being studied for UCSF development.

The decision for the second campus will be based on the most attractive and economically feasible proposal, Chancellor Martin says.

Although the University's 1982 LRDP established a policy of "decentralizing" activities from Parnassus Heights to other sites in San Francisco, it yielded only mixed success in dealing with the campus space shortage. Aside from its major sites, UCSF currently holds smaller leases at more than 100 other locations. The drawback to having scattered sites is that programs become isolated, faculty and staff spend valuable time traveling between sites and the cost of services increases, says Bruce Spaulding, vice chancellor for advancement and planning. "The second site is going to be far more efficient," he says. "Running multiple sites throughout the city, with all of the transportation, mail networks and computer networks, is expensive."

The plan calls for demolishing several outdated buildings, including the 80-year-old UC Hall, which does not meet current seismic codes. This and other changes on Parnassus will reduce the total amount of space by 2 percent, bringing the campus closer to the 3.55 million square foot space limitation placed by a 1976 Regents' resolution. Even with these reductions, UCSF would still exceed that cap by 65,000 square feet, or 2 percent.

Plans also include replacing the Aldea San Miguel Housing complex with fewer, larger units. The University is completing a previously approved plan to fully occupy the Laurel Heights building with office-based research for social, behavioral, and health policy studies, administration, and a small amount of existing laboratory space.

The new LRDP proposes no additional development at the Veterans Affairs Medical Center.

The new LRDP also addresses changes planned for the UCSF Medical Center, including the formation of UCSF Stanford Health Care and the creation of the Brown & Toland Medical Group.

New rules for UCRP members

Have you ever had an approved leave without pay? Left UC and took a refund? Or were you a member of UC Retirement Plan (UCRP) between 1966 and 1971? If so, you should know that UC's1997 Employee Benefits Review explains that changes to rules governing service credit buybacks will change as of July 1.

Buyback means paying to establish service credit for a leave, to reestablish service credit for previous UCRP membership, or to eliminate the offset of noncontributory (plan 02) service of a leave during the period of July 1, 1966 to June 30, 1971. Buyback enables members to improve their future UCRP benefits unless they reach plan or Internal Revenue Code benefit limits. The buyback option is available only to active members.

The UCSF Benefits Office is planning meetings to answer your questions on service credit buybacks on the following dates:

- Tuesday, Feb. 11, 12:15 to 1:45 p.m., MCB, Room 125
- Thursday, Feb. 13, noon to 12:45 p.m., Toland Hall
- Friday, Feb. 14, 9:30 to 10:30 a.m., Mount Zion Hellman Conference Center
- Tuesday, Feb. 18, 1 to 1:45 p.m., SFGH's Carr Auditorium
- Friday, March 7, 12:15 to 1:45 p.m., Toland Hall.

Please call the Benefits Office at 476-1400 for more information.

FUN ZONE

Outdoors Unlimited meets wintertime needs

This winter, Outdoors Unlimited is renting downhill skis and snowboards for adults and kids, along with all the other adventuring equipment needed to take to the snow-covered Sierra.

A cooperative center for outdoor adventure located at 550 Parnassus at 3rd Avenue, OU also rents cross-country skis, Telemark skis, snow shoes, car roof racks and ski accessories and clothing. UCSF students and staff and Millberry members get discounted rates.

OU's new hours of operation are Mondays and Fridays from 11:30 a.m. to 1:30 p.m. and 5 to 8 p.m. and Tuesdays through Thursdays from 5 to 8 p.m.

For more information or a free OU brochure, call the OU Center at 476-2078.

Time to tee up for golf

The 90-member strong UCSF Golf Club tees up at its first tournament of 1997 on Friday, March 21 at the Poppy Ridge Golf Club in Livermore. It's not too late to sign up for this tournament or to become a member of the club, an affiliate of the Northern California Golf Association.

The club participates in monthly Bay Area tournaments sanctioned by NCGA from March to October, and members are eligible to participate in other NCGA-sponsored events as well. Each year, two UCSF Golf Club Champions are chosen. Howard Pollick, clinical professor of dentistry, was the 1996 match play champion, and Mike Braisted, management services officer in the department of oral and maxillofacial surgery, was the 1996 stroke play champion.

Membership is open to faculty, students, alumni, retirees and UCSF staff. Annual dues are $45 for new members with a campus box number (includes $30 NCGA initiation and registration fees) and $35 for continuing members, and $10 more for off-campus addresses. Dues support tournament newsletters, mailings and club prizes. For more information, call the club president, Ron Brown, at 476-6537.

CPR Center moves to Millberry Union

The UCSF CPR Center is relocating from Laurel Heights to a new facility located at Millberry Union, H-Level, Room 102.

The CPR Center anticipates opening for regular business on Tuesday, Feb. 11. This year, the center is expanding its programs to include weekly and monthly classes, says Harold Borrero, coordinator.

Weekly class topics include basic life support, pediatric basic life support and CPR in Spanish. Monthly classes include advanced cardiac life support and pediatric advanced life support, first aid and continuing education programs.

Please call the CPR Center at 476-1817 for the dates and times of classes.

Deadline near for teaching award

Students and faculty are invited to submit nominations for the UCSF Academic Senate "Distinction in Teaching" award.

A list of eligible candidates has been sent to department chairs. Please submit all nomination letters to the nominee's department chair, who must receive the nomination letters no later than Thursday, Feb. 6.

Nominees will be judged on material taught and its relevance to students, versatility in teaching, organization of materials and use of teaching aids, degree to which students are stimulated and outstanding mentorship of students and junior faculty.

For more information, contact Maria da Luz in the Academic Senate Office at 476-1307.

Medsounds

Cirque du Soleil to give benefit show

Friends, families and employees of UCSF can enjoy an evening of mirth and merriment during a benefit performance of Canada's premiere circus troupe, the Cirque du Soleil, when it comes to Oakland in June.

As part of a fundraising effort, the UCSF/Mount Zion Auxiliary is selling tickets to the Cirque du Soleil's performance on Saturday, June 21. Although the Cirque traditionally sells out wherever it performs, the UCSF/Mount Zion Auxiliary has obtained 434 tickets to the first Saturday evening performance of the Cirque's annual run in the Bay Area.

Tickets for the special fundraiser are $100 each and are available by calling the auxiliary office at 885-7354. The auxiliary will also hold a drawing for six tickets in the coming weeks. Dinner packages are also available. Proceeds from the ticket sales will be used to meet patient needs at UCSF/Mount Zion and in the UCSF Cancer Center.

Voluntary computer classes prove popular with employees

By BRAD FOSS

Employees who only recently had a rudimentary understanding of fundamental computer applications are now successfully navigating Windows and the Internet after graduating from a five-week training course sponsored by the UCSF Medical Center.

Medical Center management organized and offered the voluntary computer course as well as courses in English and medical terminology for employees wishing to boost their job skills at a time when the health care industry is in the process of reinventing itself to improve patient care and adapt to managed care. The $25 fee paid by employees was a small portion of the total cost of the classes.

The computer course had the greatest enrollment, with 111 administrative assistants, food service workers, registered nurses and others who gained the tangible benefits of learning basic and practical computer skills, such as accessing Internet sites for health care industry news, information and resources. In a course evaluation survey completed by all participants, 73 percent said they would apply what they learned to their current jobs. This included using UCSF network applications, general software applications, and accessing health care information on the Internet.

"It was a fantastic deal. I just jumped on it," said Selena Smith, a graduate of the computer course who works at the nurses' station on the seventh floor of UCSF/Mount Zion. With the recent operational changes in discharging and transferring patients, Smith has had to become proficient in tracking this data electronically. "Now we can go into the computer and get lab results without interrupting doctors," she added.

A makeshift classroom was constructed at the UCSF laundry department at Oyster Point, where nine people signed up for the twelve-week English course. "We borrowed tables, chairs and partitions from a surplus store next door to us, and it really looked like a classroom," said Christina Woo, administrative analyst for laundry/linen services. Many employees, Woo said, speak Chinese and Spanish as primary languages, but they were interested in improving their verbal and written English skills. Participants were given some flexibility in their work schedules to accommodate the course, which employees attended on their own time.

Bruce Schroffel, director of operations, says he's not surprised the computer course generated the most interest among staff. Increasingly, he says, the academic medical center, like many other employers, relies on new information systems technology to communicate with employees at all levels and automate work processes and patient records to improve health care services.

"Ultimately, training improves the employees' opportunities as well as the medical center's ability to perform better for the patients," Schroffel says.

Although some said class sizes for the computer course were too large, respondents to the course evaluation survey suggested continuing these courses. Some said they would pursue courses at UCSF or a local college. Medical Center staff will analyze these evaluations to determine whether to offer more courses in the future.

Computers are available for use by students, staff and faculty at the UCSF library's Interactive Learning Center in Room 231. Users should bring UCSF identification. Call 476-4309 for more information.

UCSF offers a variety of ongoing courses in computers and English as a Second Language to UCSF employees. For more information on computer classes available at UCSF, call 476-6825 and for ESL classes through UC Berkeley Extension, call 323-8144.

Hormone (from page 8)

more common.

Mood disorders in women treated at the clinic usually occur in tandem with menopause, pre-menstrual syndrome, or post-partum depression. For men, loss of sex drive, and even impotency sometimes accompany the aging process. In general, Brizendine says adjustments to a patient's hormone levels coupled with psychiatric treatment produce the best results.

To control her MS, Ms. B had been taking an experimental immune system moderator. A birth control pill, Desogen, was prescribed to treat her ovarian cysts. Though the patient describes the emotional side effects of Desogen as making her feel "like I did when I was 16-years-old," the cysts disappeared after two months. This type of reaction to birth control is common, says Brizendine. "Twenty-five percent of women who take birth control stop because they don't like the moods associated with it," she says.

Ms. B's most dramatic symptom was the immediate "flu-like" pains she experienced after taking the immune system moderator, which was also ineffective in slowing the progression of her MS. Ms. B believes her symptoms were exacerbated by the drug.

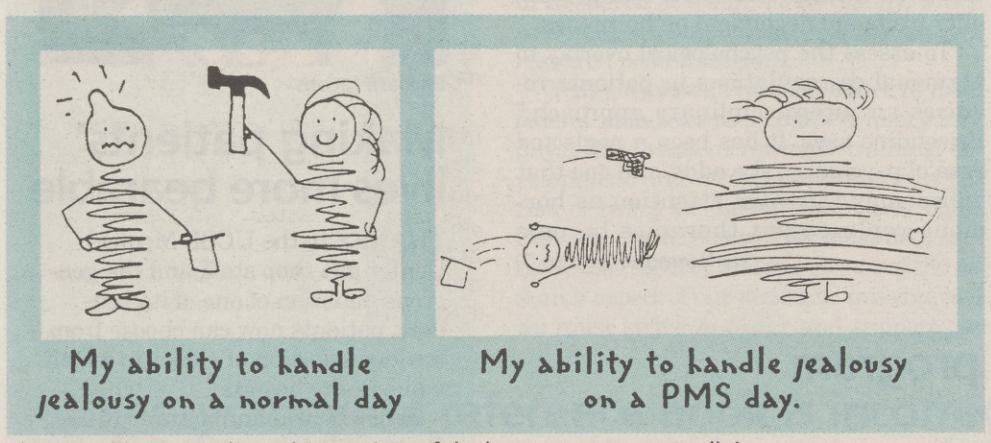
"That was, for me, misery," the patient says. "And the birth control pill made me so depressed. I was crying all the time."

Aside from analyzing the psychological effects of these medications doctors at the clinic considered the plausibility of a correlation between MS and depression, but agreed the literature is inconclusive.

In the end, Brizendine and her staff recommended taking the patient off of her current medications.

"In some situations, the side effects of medication outweighs the benefits," says Mary Beattie, the patient's primary care physician. "For Ms. B, her medication, including the hormone therapy, seemed to do more harm than good."

For now, Beattie prescribes non-pharmacological therapies for Ms. B, such as improving her diet, exercising regularly and continuing hypnotherapy, which the patient says boost her spirits. "I'm much happier now," says Ms. B, though she is optimistic that she might someday find a medication that makes her feel better.



These cartoons were drawn by a patient of the hormone assessment clinic.

Update (from page 8)

allocation, which is more efficient in times of limited resources.

In his update on the merger, Kerr acknowledged that "during this period, it's important to maintain a good flow of communication." UCSF officials have tried to keep the campus community apprised on the matter, but it is not always possible to do so before the media publicize the information, he said.

Kerr recapped that 15 members were recently named to the board of directors of UCSF Stanford Health Care. When those members meet for the first time today (Jan. 31), Kerr said that he and his counterpart at Stanford, Peter Van Etten, will give board members an overview of the clinical enterprises of UCSF and Stanford, respectively. Giving a summary of current operations and organizational structure of each academic medical center is important since the board includes members who may be unfamiliar with some details. As it stands now, the board includes three independent members, three representatives of each of the UC Board of Regents and the Stanford Board of Trustees, as well as UCSF Chancellor Joseph Martin, the Stanford president and deans and faculty representatives from both medical schools.

After their summary, Kerr and Van Etten will exit the meeting as the board discusses the process of selecting a chief executive officer. The timeline remains unclear for selecting this key person, Kerr said.

Once named, the CEO and medical school deans are then expected to recommend to the board a chief medical officer (CMO), whose duties will include leading the new UCSF Stanford physician group. The appointments of the CEO and CMO will complete the 17-member board of UCSF Stanford Health Care.

Both the CEO and CMO will be part of a new executive committee, similar to UCSF's "Gang of Six," and will also serve on the academic council, a panel to be created to assess how UCSF Stanford Health Care supports the schools, Kerr said. The academic council will be a "forum to formally review the outcome of any program decisions and the degree to which they impact the educational mission," Kerr explained. The academic council will include both the deans and associate deans for education from the schools of medicine, the deans of UCSF's schools of pharmacy, nursing and dentistry and three faculty members from each campus. The academic council's review is a more formal process than either UCSF or Stanford currently have in place, he added.

When it meets today, the board also is expected to hear the status of affiliation agreements with UCSF and Stanford's schools of medicine, as well as those for nursing, pharmacy and dentistry at UCSF, and the status of professional services agreements for the flow of funds to the faculty, Kerr said.

"A myriad of tasks remains to transition the institutions to the go-live status for UCSF Stanford Health Care," Kerr said.

Some of the steps that must be taken, before the merged corporation begins operating as a single nonprofit corporation in July, include forming a single organizational structure, creating a staffing plan and compensation system, developing a new general ledger and determining initial fund balances, to name a few.

Genetic (from page 8)

UCSF Cancer Center is to be confidential.

UCSF has already received more than 100 inquiries from patients who want to learn more about the tests. For eligible candidates, there is a pre-test educational program and a counseling session prior to deciding about testing. The test involves giving a blood sample which is then analyzed, and results are discussed with the patient by a genetics counselor at another session in which various options also are reviewed. Men who want to know their carrier status may also be eligible for the test.

"It's an individual choice," says genetics counselor Beth Crawford. "Some people want to know this genetic information and others choose not to. I think pre-test counseling provides patients with the autonomy to make informed decisions. This testing doesn't erase all uncertainty, however, and it has implications for the individual and also for the extended family."

UCSF researchers maintain that identification of gene carriers is a promising approach to understanding breast cancer and for developing more effective cancer control programs.

By coordinating efforts with already established programs at the University of Chicago Medical Center and the Dana Farber Cancer Center in Boston, UCSF cancer specialists hope to develop significant programs in patient care and support, scientific discovery and new technology.

"We're shepherding the process of taking this from a research tool to the arena of a clinical test," Esserman says.

In learning that a woman has a BRCA1 gene alteration, Esserman hopes that more treatment options can be developed earlier for women who are likely to develop cancer. Because genetics testing is not covered by medical insurance, a fund will be developed to allow low-income patients to participate. Costs of the service will include counseling and laboratory testing. Patients who want information about the program may call Crawford at 885-7779.

Thanks (from page 8)

Ethel Chase, a recent retiree from the UCSF Cashier's Department, won the two bears. She kept one and gave the other away to charity.

With 131 people vying for the bears at $1 per ticket, enough money was raised to purchase seven new video releases for the patient video library, which already has over 80 titles.

"It's a very popular form of diversion for our patients here," explains Vicki Kleemann, director of volunteer services. "This was such a treat. Patients who become friendly with one another often wind up putting the VCR in one room so they can watch together. It's a nice form of socializing."

When Jacobs isn't auctioning off bears, she says she strives to keep the gift shop stocked with items that are "interesting and reasonably priced."

UCSF
Medsounds

Medical Center News for the UCSF Campus Community VOL. 12, NO. 2 JANUARY 31, 1997

INSIDE

1 UC Regents hike fees for professional students

1 Campus awards MLK awards to four who promote diversity

3 Battered women critique the health care system

Specialists begin genetic testing for breast cancer

By DALE MARTIN

Women who are concerned about hereditary breast cancer may now receive confidential genetic counseling and testing through a new program offered at the UCSF Cancer Center.

Part of a study led by breast cancer specialists Laura Esserman and Debu Tripathy, the program is one of the first in the Bay Area to offer extensive patient counseling and testing for the BRCA1 and BRCA2 genes that are linked to inherited breast and ovarian cancer.

Breast cancer has become a leading cause of death among American women 40 to 55 years of age. Although the cause of breast cancer is still unknown, genetic factors contribute to at least a portion of the incidence, from 5 to 10 percent of all cases and 25 percent of cases diagnosed before age 30.

In the past five years, scientists discovered multiple genes linked to inherited breast cancer, including the BRCA1 and 2 genes. Women who inherit an altered copy of the genes may have a significant risk of developing cancer.

"There is still much to be learned about the significance of the BRCA1 and 2 mutations," Esserman says. "It must be emphasized that a very small number of women are affected by hereditary breast cancer. There must be a strong familial history of incidence of cancer at a young age."

She added, "By no means is genetic testing for BRCA1 and 2 considered routine."

Although genetic testing has been regarded as a research breakthrough, the tests have been greeted with mixed feelings by some, in part because of the threat of losing health and life insurance or being discriminated against on the job for those who test positive. A recent study published in the journal Science showed that 47 percent of people questioned on health insurance applications about genetic diseases were subsequently rejected for coverage.

Although it is illegal in California for insurance companies to consider a pre-cancerous susceptibility as a pre-existing condition for medical insurance, the worry remains. Protection against such discrimination is not completely effective, according to legal experts. Because of this concern among patients, the testing at the

(See **Genetic** on page 7)

Chris T. Anderson

Skewes-Cox comes full circle

Peter Skewes-Cox, 16, who received a bone marrow transplant at UCSF three years ago, now returns weekly to the bone marrow transplant unit at the medical center to visit children recovering from the same surgery. Both pediatric patients, whose average length of stay is six to eight weeks, and their parents, appreciate Peter's community service as he reads books, plays games and watches movies with the patients. Pictured above, Peter plays with Maria Gonzalez, 2.

Clinic grapples with hormones and moods

By BRAD FOSS

It is not unusual for a 51-year-old woman to complain of irregular menses, fatigue, melancholy and tearfulness. Triggered by menopause, these symptoms can be treated by replacing lost hormones, educating the patient about the natural cessation of menstruation and, at times, with anti-depressant drugs.

But 'Ms. B' is not like most women. She had been suffering from multiple sclerosis (MS), near blindness, and ovarian cysts. Her disability forced her to retire from her job and she was no longer capable of traveling alone or reading. When you add to this the side effects of various medications, the factors underlying her recent mood swings became too complex to be diagnosed during a 15-minute visit with a primary care physician.

Enter Louann Brizendine, a psychiatrist who is the founder and director of the UCSF Hormone Assessment Clinic at LPPI. Calling upon obstetricians, gynecologists, neurologists and primary care physicians, Brizendine assembles a medical think-tank to pore over the medical details of such patients.

Such in-depth analysis seems counter-intuitive to the cost-saving strategies of managed care, but, Brizendine says, "in the long run, this approach is cost-effective in that it fine-tunes the patient's treatment plan."

The clinic serves patients with mood symptoms related to natural and/or prescribed changes in estrogen, progesterone and testosterone levels in men and women. Hormones act as chemical messengers to body organs, stimulating certain life processes and slowing down others. Growth, reproduction, control of metabolic processes, sexual attributes, and even mental conditions and personality traits are dependent on hormones.

"To assess the psychological overlay to hormonal disregulations in patients requires an interdisciplinary approach," Brizendine says. It has been a neglected area of psychiatry, she adds, and one that will demand greater attention as hormone replacement therapies become

(See **Hormone** on page 7)

Kerr gives update on UCSF Stanford Health Care

By LISA CISNEROS

UCSF Medical Center Director Bill Kerr stressed that, contrary to rumors, absolutely no decisions have been made yet about clinical program changes as a result of forming UCSF Stanford Health Care.

"There have been no decisions made with respect to clinical services," Kerr said while speaking at a Jan. 23 management meeting at Laurel Heights.

Kerr acknowledged that some employees may be confused by an internal "funds flow" restructuring process that aims to integrate the financial and organizational structures of clinical services. "We are actively engaged in trying to determine the clinical practice activities of the campus, including those that have been performed within the School of Medicine," he says. And while the goal of this clinical integration process is to provide more seamless services and to better align the behavior of medical center staff and faculty, this effort is not driven by the merger, Kerr explained.

Indeed, an internal team known as the Clinical Integration Task Force, led by Stephen Hauser, professor and chair of neurology, recommended two years ago that UCSF create a common organizational structure between the medical center, medical group and School of Medicine and design a financial model that would facilitate responsible decision making, improve coordination of the entire continuum of care, and facilitate enterprisewide planning and resource

(See **Update** on page 7)

Barbara Jacobs

Making patients' lives more bearable

THANKS to the UCSF Medical Center gift shop staff, and the generous donation of one of its vendors, patients now can choose from a wider selection of videos to watch while in the hospital.

Teddy bear manufacturer Russ Berrie of Petaluma donated two large stuffed bears that were raffled off during the gift shop's "Win a Bear, Share a Bear" contest just before the holidays.

"I just felt it would be a fun thing to do," says Barbara Jacobs, manager of Beartique for the last seven years. "You know, we're usually taking money from people, so this is a nice way for us to give something back."

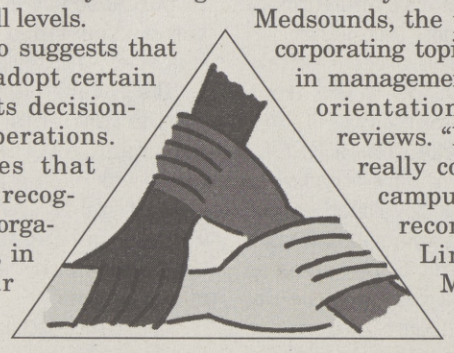
(See **Thanks** on page 7)

T.H.a.N.K.S!
"To Honor, Acknowledge, and Note Kindness and Service"

Medical Center to start pilot diversity training program

By LISA CISNEROS

A Medical Center committee submitted a recommendation recently that, like results of the campuswide survey on diversity, calls for conducting cultural diversity training programs for staff at all levels.



That committee also suggests that the Medical Center adopt certain principles to guide its decision-making and daily operations. One principle states that "UCSF strives to be recognized as a healthcare organization which excels, in part, because of our ability to value and respect patients, employees and visitors from all cultural and social backgrounds." Another principle adds that "Sensitivity to diversity is essential to delivering quality health care to patients of differing heritages and backgrounds."

Aside from keeping people apprised of diversity activities at UCSF in Medsounds, the plan also calls for incorporating topics related to diversity in management meetings, employee orientations and performance reviews. "I think this proposal really complements what the campus steering committee recommends," says Cindy Lima, who chairs the Medical Center committee and is also a member of the Chancellor's Steering Committee on Diversity. "This plan suggests that recognizing diversity should not be limited to one standalone program, but rather that it becomes a core value of everything we do."

To launch the cultural training for the Medical Center, a pilot workshop will be held for a diverse mix of about 25 employees from various departments on Feb. 25. Based on feedback from that initial workshop, the committee is hoping to roll out a program for all other Medical Center employees at all sites.

This new program would continue an effort started a few years ago, when the Affirmative Action office held diversity training for all Medical Center supervisors and managers. The goal of the training, says Susan Semonoff, assistant director, is to offer employees an opportunity to "become more active participants to improve the cultural climate at UCSF."